Faculty Developer Competencies Matrix: Senior Level

Level of Development and Category	Competencies	Existing Pathways for Development	Possible Evidence for Portfolio
Senior level traits (in addition to those listed under entry level)	Passion for discipline Initiative Lifelong learner Open to criticism Persistence Creativity Adaptability Institutional fit Reflective practice	ED projects and activities Committee work Portfolio development Teaching/work projects and collaborations Observations, peer mentoring	Project documents Committee work documents Reflections and narratives Philosophy statements Letters of recommendation Peer and supervisor reviews Publications Range of new programs, initiatives Membership in ED organizations Broad portfolio
Senior level skills (in addition to those listed under entry level)	Interpersonal skills including conflict resolution, negotiation, mediation, diplomacy, trust, listening, empathy Educational leadership Self-reflection Peer mentoring/coaching Role modeling Consultation	Workshops and other PD on facilitation, change and conflict management, mediation etc. Graduate courses EDC and other conferences ISW training	PD completion documents (conferences, sessions, courses etc.) Project documents (mentoring, communities of practice etc.) Feedback from clients & supervisors Reflections Video evidence of skills in action Unsolicited requests for skills/support Quantitative re # of sessions delivered etc. Awards Supporting & engaging in SoTL Creation of needs assessments
Senior level knowledge (in addition to those listed under	Formal credential in field of education	Graduate programs Self-study and peer critique	Completion documents Reflections/narratives

entry level)	(Masters or Doctoral level) Organizational behaviour	PD on various topics Appreciative Inquiry projects PLAR process EDC, POD, ISSOTL etc.	Conference presentations Publications Leading change initiatives Credentials such as ISW,FDW,CTDP, executive coaching, leadership development
Senior level competencies (in addition to those listed under entry level)	Educator: course design, instructional strategies, program development strategies, evaluation strategies	Experience! Courses, programs, certificates EDC PD sessions and conference Connect with provincial bodies (i.e. HEQCO, COED, CSPOD) Facilitator development /credentials Mentoring Independent study CHERD(U of Manitoba) or Chair Academy (US) POD, ISSoTL, ICED, SEDA	Project/curriculum documents Completion documents Reflections and narratives Feedback/evaluation documents Evidence of success in attracting funding